

Georg August University of Göttingen
Master Seminar
International Management Research
Fall 2015

I. Schedule Information:

Class hours: Monday, 10-12 a.m.
Classroom: OEC 1.164

II. Instructor Information:

Professor: Prof. Dr. Israel Drori
Office: t.b.a.
Office hours: Monday, 12-14 p.m.

TA: Matthias Czech
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III. Course Description

The seminar uses a comprehensive approach to international management by looking at various environmental, societal and organizational factors that affect the way businesses are operated globally. Taking into account interconnectedness of the world today, the ability to manage organization employing global perspective entails knowledgeable understanding of the different organizational and environmental facets that shape business both at local and global levels.

This is a graduate research seminar and its main objective is to prepare students to understand global management and business through in-depth study of the extensive literature. This literature consists of both empirical and theoretical foundations for the studies of international management. In this seminar, students should independently and systematically work on a current topic in international management. Students are required to select one topic and to prepare a research paper under the guidance of the instructor and their peers. Empirical papers based on qualitative and/or quantitative data are highly encouraged. Students may bring or collect their own data, or use existing datasets provided by the instructor.

The ultimate goal of the seminar is to empower students to be astute agents of knowledge related to international management, expanding their global awareness and understanding of the global organizational theatre and its implications for management.

Learning objectives

- 1) To learn from firsthand experience, the experience of the instructor and the experience of their peers of how to develop and pursue a research project in the field of international management.
- 2) To prepare the students for the research process of writing a master thesis.
- 3) To critically understand and master the main theories that relate to their area of interest in the field of international management.
- 4) To develop awareness and sensitivity to a global point of view on management and organizations.

- 5) To expand their knowledge on the impact of global issues on various aspects of organizations and management.

Suggested topics:

- Minority Entrepreneurs
- The Multinational Cooperation (MNC) and its Institutional Environment
- Multinationals' Internationalization Strategies
- MNCs and their Organizing Principles
- Managing Cross Cultures
- Cross Cultural Leadership, Communication, Negotiation
- National and Organizational Cultures (e.g. Hofstede, GLOBE)
- Global Governance and the Organization (e.g. Corporate Governance, Environment, Corruption, Human Rights)
- Global HRM (Diversity Management, Recruiting (Employer Branding, Corporate Reputation, Expatriation and Repatriation, Talent Management, Careers)
- CSR of MNCs
- Global Teams
- Outsourcing, Offshoring, the Global Factory, Global Value Chain
- Transnational and International Entrepreneurship
- Born Global
- International Mergers and Acquisitions
- NGOs

Prerequisite

Basic knowledge in organizational research methodology is recommended.

IV. Reading Material

During the second and third sessions, we will read and analyze peer-reviewed scholarly articles. For their seminar papers, students are required to conduct their own literature review. A list of recommended readings is provided in Appendix I. Relevant readings for the course will be uploaded on **StudIP**. The password will be circulated in class.

V. Course Evaluation:

Research paper (80%) and final presentation (20%) (see below for further instructions).

Research paper

Students are expected to write an (empirical) research paper. The topic should be related to any of the main topics as described above. Students are encouraged to explore possibilities for empirical data as well as select a topic for the seminar not later than the second week. The final paper should be around 6,000 to 10,000 words long and follow the style guidelines of the "Journal of International Business Studies". The seminar paper will be written in English. The deadline of submission is the 21st of December 2015. The empirical research paper should be submitted via email to both professor and to hrm@uni-goettingen.de. Please submit an additional hard copy to our secretary (Blauer Turm, MZG 1.110) or to the instructor.

Final presentation

Students have several opportunities to present their research. First, during the first weeks of the course, students can present their rough research ideas and receive feedback from the instructor and their peers (ca. 5 min). Second, several weeks later, students present their research proposal (5-10 min) and receive further feedback. Third, students present the findings and implications of their research (final presentation) toward the end of the seminar (ca. 20 min). While each of these steps is important to receive valuable feedback to improve the research paper, only the final presentation will be graded.

Important note

Students are encouraged to work closely with the instructor at every stage of their research project. During the first class, we will discuss in detail the suggested work process including administrative matters, communication and appointments.

VI. Tentative schedule (subject to change with prior notice)

26.10.2015	Introduction
02.11.2015	The scope of international management
09.11.2015	The process of academic writing
23.11.2015	Research proposal presentation
07.12.2015	Final presentation day 1
14.12.2015	Final presentation day 2
21.12.2015	Deadline for seminar paper submission

Appendix I: Readings

Selected general texts on international management

Rugman, A.M. (ed., 2008), *The Oxford Handbook of International Business*, New York: Oxford University Press.

Pitelis, C.N. and Sugden, R. (eds., 2000), *The Nature of the Transnational Firm*, New York: Routledge, second edition.

Havila, V., Forsgren, M. and Håkanson, H. (eds., 2002), *Critical Perspectives on Internationalisation*, New York: Pergamon.

Ietto-Gillies, G. (2012), *Transnational Corporations and International Production: Concepts, Theories and Effects*, Northampton: Edward Elgar.

Dunning, J.H. and Lundan, S.M. (2008), *Multinational Enterprises and the Global Economy*, Northampton: Edward Elgar.

Forsgren, M. (2008), *Theories of the Multinational Firm: A Multidimensional Creature in the Global Economy*, Northampton: Edward Elgar. .

Tihany, L., T. Pedersen and T. Devinney. 2012. *Advances in International Management*, Volume 25 - Institutional Theory in International Business and Management, Emerald.

Recommended reading list on methodology and research process

AMJ editorials

- Colquitt, J. A., & George, G. 2011. Publishing in AMJ—part 1: topic choice. *Academy of Management Journal*, 54(3): 432–435.
- Bono, J. E., & McNamara, G. 2011. Publishing in AMJ—Part 2: Research design. *Academy of Management Journal*, 54(4): 657–660.
- Grant, A. M., & Pollock, T. G. 2011. Publishing in AMJ—Part 3: Setting the hook. *Academy of Management Journal*, 54(5): 873–879.
- Sparrowe, R. T., & Mayer, K. J. 2011. Publishing in AMJ—Part 4: Grounding Hypotheses. *Academy of Management Journal*, 54(6): 1098–1102.
- Zhang, Y. A., & Shaw, J. D. 2012. Publishing in AMJ—Part 5: Crafting the methods and results. *Academy of Management Journal*, 55(1): 8–12.
- Geletkanycz, M., & Tepper, B. J. 2012. Publishing in AMJ—part 6: Discussing the implications. *Academy of Management Journal*, 55(2): 256–260.
- Corley, K. 2012. Publishing in AMJ—Part 7: What's Different about Qualitative Research? *Academy of Management Journal*, 55(3): 509–513.

Quantitative methods

- Field, A. (2009). *Discovering Statistics Using SPSS* (3rd ed.). Sage: Thousand Oaks, CA.
- Hayes, A. F. 2013. *Introduction to Mediation, Moderation, and Conditional Process Analysis. A regression-based approach*. New York, NY: Guilford Publications.

Qualitative methods

- Berg, B. L. 2007. *Qualitative research methods for the social sciences*. Boston: Pearson/Allyn & Bacon. (Chapter 4, 11, 12)
- Corbin, J. M., & Strauss, A. L. 2008. *Basics of qualitative research. Techniques and procedures for developing grounded theory*. Los Angeles, Calif.: Sage Publications. (Chapter 8-12)
- Denzin, N. K., & Lincoln, Y. S. (Eds). 1994. *Handbook of qualitative research*. Thousand Oaks: Sage Publications. (Chapter 22, 23, 29, 31, 32)
- Flick, U., Kardorff, E. v., & Steinke, I. (Eds). 2004. *A companion to qualitative research*. London: Sage. (Part 4&5)
- Marshall, C., & Rossman, G. B. 2010. *Designing qualitative research*: Sage Publications.
- Bansal, P., & Corley, K. 2011. The coming of age for qualitative research: Embracing the diversity of qualitative methods. *Academy of Management Journal*, 54(2): 233–237.
- Pratt, M. G. 2007. Fitting Oval Pegs Into Round Holes: Tensions in Evaluating and Publishing Qualitative Research in Top-Tier North American Journals. *Organizational Research Methods*, 11(3): 481–509.
- Pratt, M. G. 2009. For the lack of a boilerplate: Tips on writing up (and reviewing) qualitative research. *Academy of Management Journal*, 52(5): 856–862.